



Institute
and Faculty
of Actuaries

Diversity of the IFoA's volunteers

Volunteer survey analysis



Contents

Introduction

Demographic breakdown of IFoA volunteers

Sex

Gender identity

Disability or long-term health condition

Neurodivergent conditions

Age range

Ethnicity

Religion or belief

Sexual orientation

Occupation of main household earner at the age of 14

School attended between the ages of 11 and 16

Eligibility for free school meals (UK only) post-1980

Parents attending university and gaining degrees

Professional qualifications

Global region

Diversity of our key boards



Introduction

During 2022 members of the IFoA's Finance and Investment Board, Diversity Action Group (DAG) and the IFoA Executive Team initiated a diversity, equity and inclusion (DEI) demographic data-collection exercise across IFoA volunteer groups, in support of the aims of our DEI strategy.

Collating DEI demographic data across all IFoA volunteer groups at the same time provides a consistent and comprehensive dataset, establishes a baseline, and will enable the IFoA to monitor and report progress over time.

We want to sincerely thank all our volunteers who took part in this exercise. The responses provide valuable detail which will inform our work and progress against the IFoA's DEI strategy and support us in developing plans for future data collection. We will seek to repeat and extend this exercise each year, as we look to standardise data gathering and track progress.

Results

There were 636 responses to the survey, an overall response rate of 17% (response rates varied slightly by question and are reported below). The headline analysis of the findings is summarised below. Please note: figures for individual answer options have been rounded to the nearest whole number throughout the report, and where there were fewer than five responses to answer options, these figures have not been included. Therefore, percentage totals for some questions may not equal 100%.

DEI data survey

The diversity, equity and inclusion (DEI) demographic data volunteer online survey was issued to a total of 3,705 IFoA volunteers on 9 February 2023 and remained open for nearly four weeks, closing on 7 March 2023.

The survey sought to collate data on a broad range of volunteer DEI demographics and was designed in a way that any volunteer would only have to fill out the survey once. The survey was voluntary and anonymous, and carried out in line with GDPR requirements. Answers to the survey have been treated in the strictest of confidence and all responses anonymised. All questions were optional to answer and included the choice to respond 'prefer not to say'. Where there were fewer than five responses to answer options, the data is protected and therefore not reported.



Demographic breakdown of IFoA volunteers

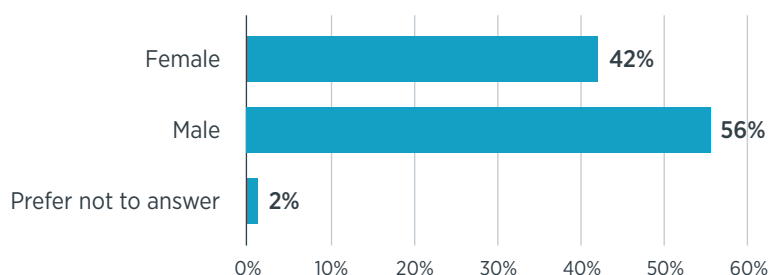
Here are the findings from each of the DEI demographic questions asked in the IFoA's 2023 DEI demographics volunteer survey. Please note the response rate differs by question. (Where there were fewer than five responses to answer options, the data is protected and not reported.)

Sex

This question received 634 responses (17% of all IFoA volunteers surveyed).

Q1. What is your sex?

Answered: 634
Skipped: 2

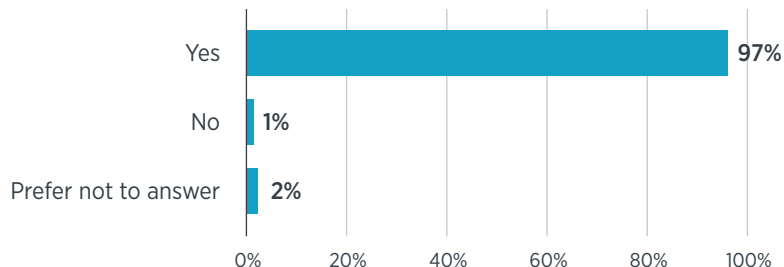


Gender identity

This question received 632 responses (17% of all IFoA volunteers surveyed).

Q2. Is the gender you identify with the same as your sex registered at birth?

Answered: 632
Skipped: 4

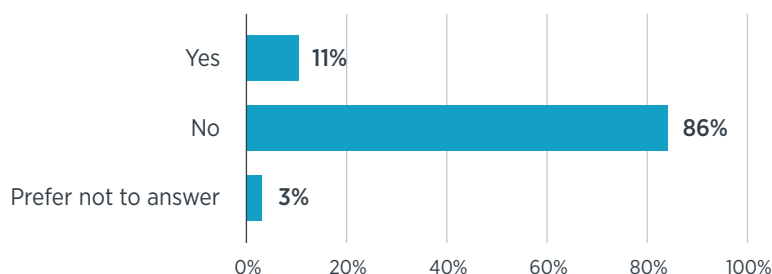


Disability or long-term health condition

This question received 633 responses (17% of all IFoA volunteers surveyed).

Q3. Do you consider yourself to have a disability or long-term health condition?

Answered: 633
Skipped: 3

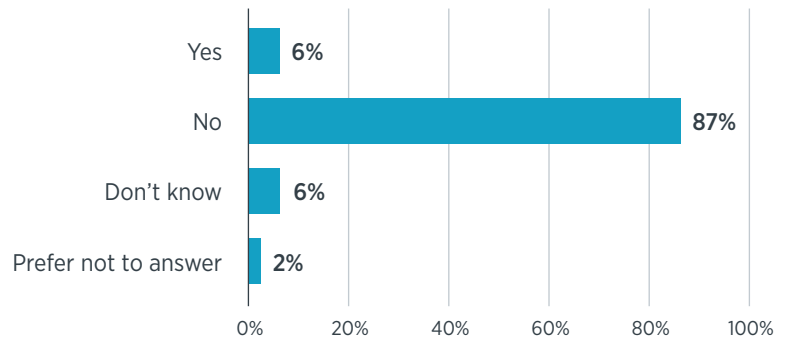


Neurodivergent conditions

This question received 628 responses (17% of all IFoA volunteers surveyed).

Q4. Do you consider yourself to have a neurodivergent condition, such as attention deficit (hyperactivity) disorder or AD(H)D, autism spectrum (including Asperger's syndrome, dyslexia, dyspraxia (DCD), dyscalculia, Tourette's syndrome? (This list is not exhaustive.)

Answered: 628
Skipped: 8

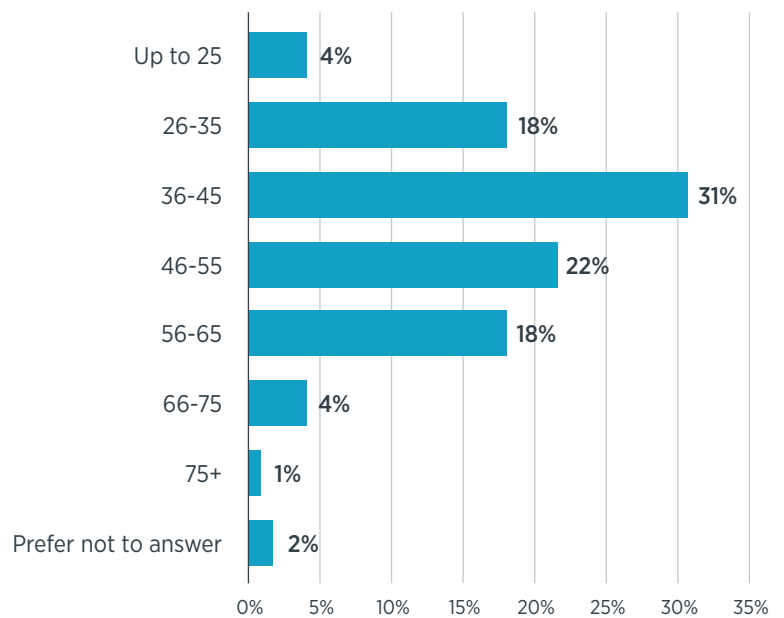


Age range

This question received 628 responses (17% of all IFoA volunteers surveyed).

Q5. What age are you?

Answered: 628
Skipped: 8

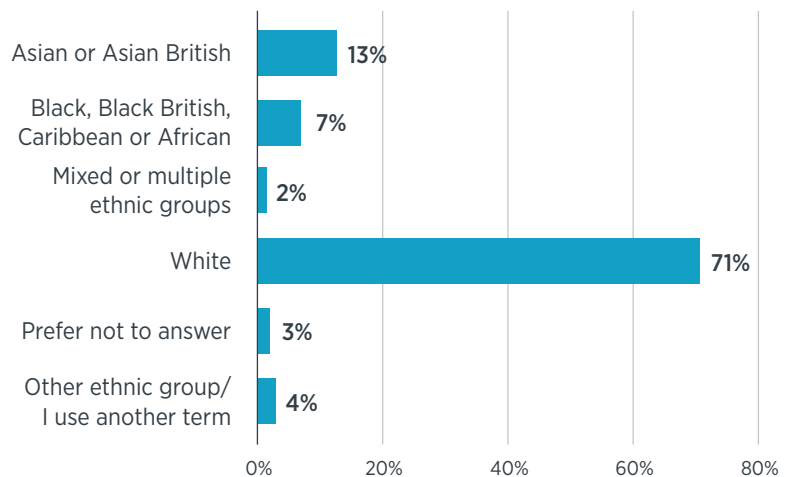


Ethnicity

This question received 624 responses (17% of all IFoA volunteers surveyed).

Q6. Which of the following best describes your ethnic group?

Answered: 624
Skipped: 12

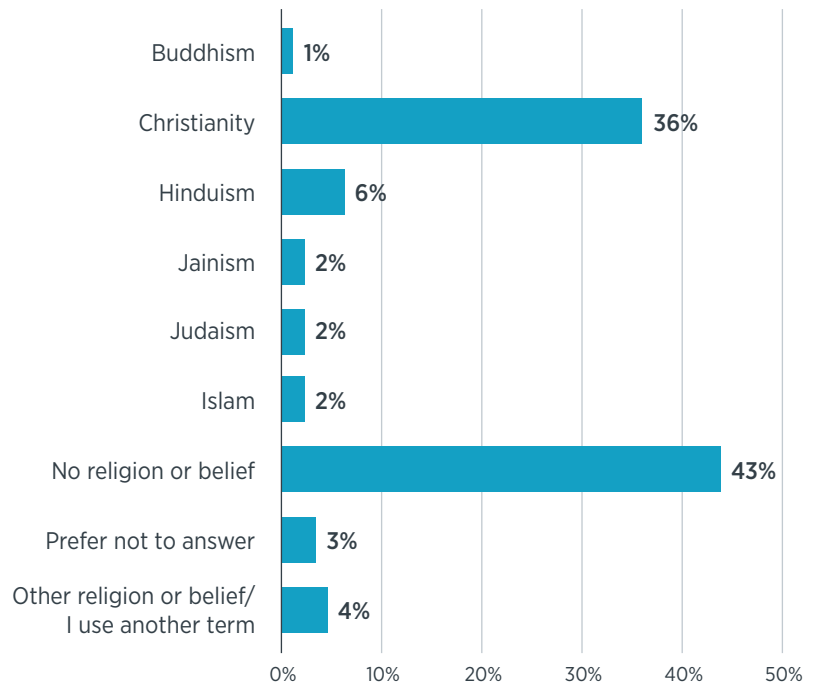


Religion or belief

This question received 627 responses (17% of all IFoA volunteers surveyed). Responses for 'Bahai' or 'Sikhism' are not reported.

Q7. Which of the following best describes your religion or belief?

Answered: 627
Skipped: 9

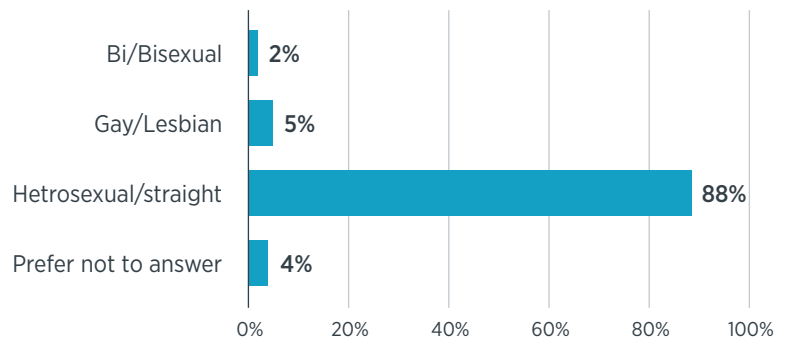


Sexual orientation

This question received 624 responses (17% of all IFoA volunteers surveyed).

Q8. Which of these terms best describes your sexual orientation?

Answered: 624
Skipped: 12

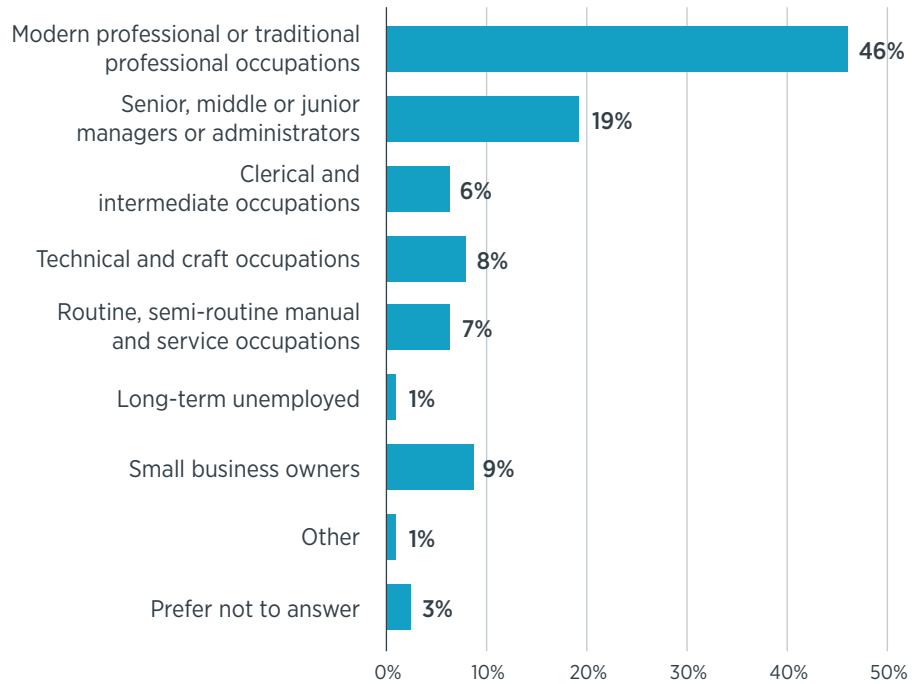


Occupation of main household earner at the age of 14

This question received 622 responses (17% of all IFoA volunteers surveyed).

Q9. What was the occupation of your main household earner when you were about aged 14?

Answered: 622
Skipped: 14

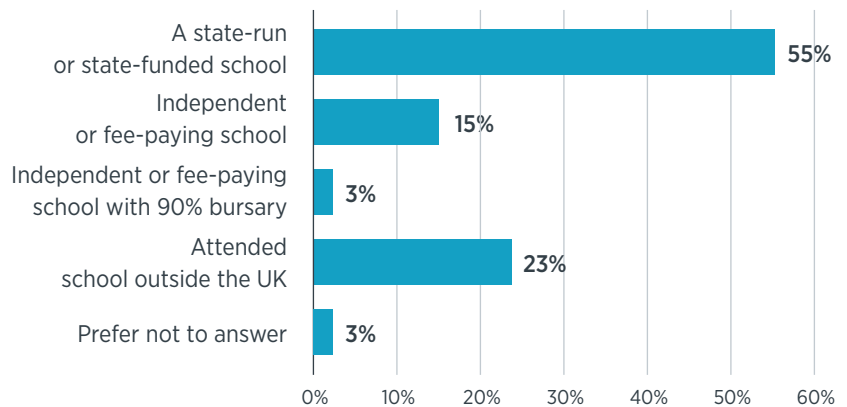


School attended between the ages of 11 and 16

There were 617 responses to this question (17% of all IFoA volunteers surveyed). Responses for 'I don't know' are not reported.

Q10. Which type of school did you attend for the most time between the ages of 11 and 16?

Answered: 617
Skipped: 19

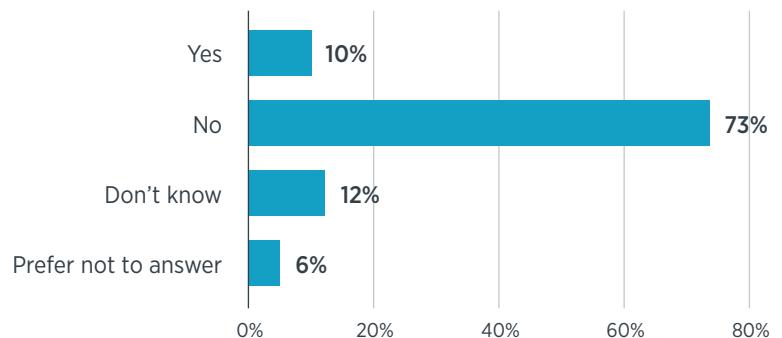


Eligibility for free school meals (UK only) post-1980

There were 448 responses to this question (12% of all IFoA volunteers surveyed).

Q11. If you attended school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years?

Answered: 448
Skipped: 188

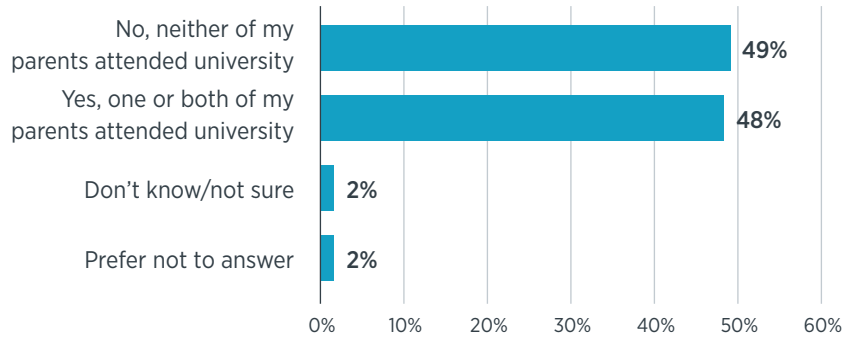


Parents attending university and gaining degrees

There were 622 responses to this question (17% of all IFoA volunteers surveyed).

Q12. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

Answered: 622
Skipped: 14

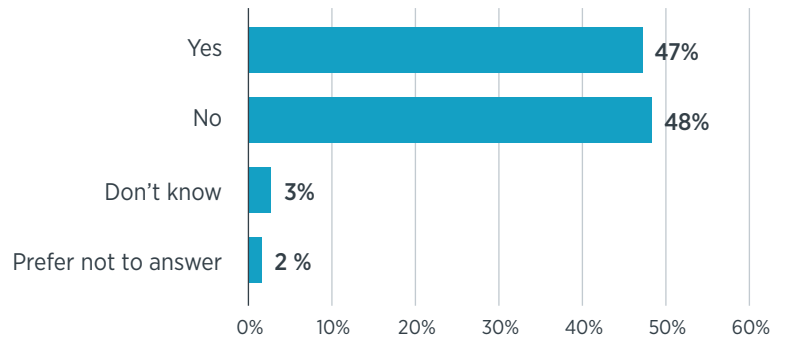


Professional qualifications

There were 622 responses to this question (17% of all IFoA volunteers surveyed).

Q13. Are you the first in your family (first generation) to gain a professional qualification?

Answered: 622
Skipped: 14

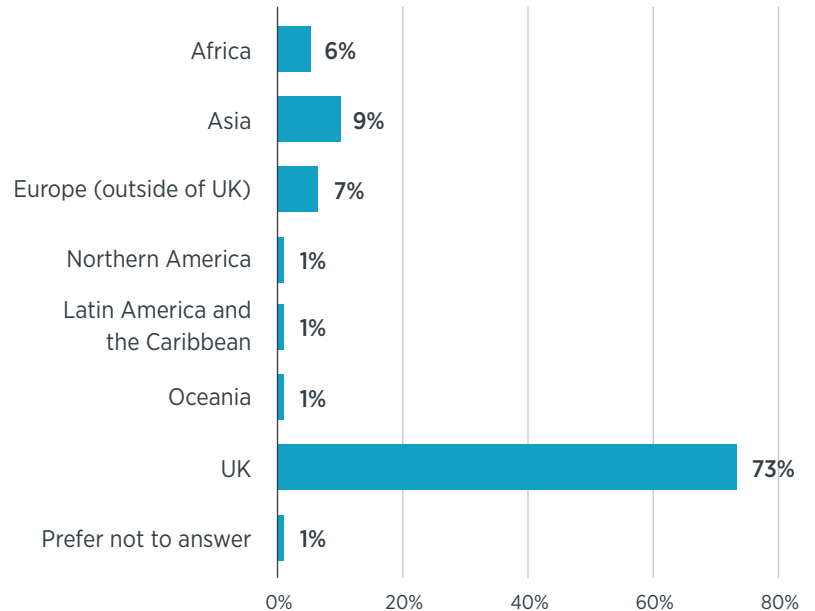


Global region

There were 616 responses to this question (17% of all IFoA volunteers surveyed).

Q18. Please select the global region you live in from the list.

Answered: 616
Skipped: 20



Diversity of our key boards

Below are demographics of IFoA Council, Management Board, Regulatory Board and the Executive Leadership Team (percentages rounded up to nearest whole number). Given the smaller population of these corporate boards, responses from fewer than three individuals are not reported and are marked as N/R.

DEI demographic	Council (18 responses)	Management Board (6 responses)	Regulatory Board (9 responses)	Executive Leadership Team (6 responses)
Sex	<ul style="list-style-type: none"> Female: 44% Male: 56% 	<ul style="list-style-type: none"> Male: 67% Female: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Female: 50% Male: 50% (nb 8 responses to this question) 	<ul style="list-style-type: none"> Female: 67% Male: N/R Prefer not to say: N/R
Gender identity the same as sex registered at birth?	<ul style="list-style-type: none"> Yes: 100% 	<ul style="list-style-type: none"> Yes: 100% 	<ul style="list-style-type: none"> Yes: 100% 	<ul style="list-style-type: none"> Yes: 100%
Disability or long-term health condition expected to last 12 months or more?	<ul style="list-style-type: none"> No: 94% Yes: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> No: 100% 	<ul style="list-style-type: none"> No: 89% Yes: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> No: 100%
Neurodivergent condition?	<ul style="list-style-type: none"> No: 83% Yes: N/R Don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> No: 100% 	<ul style="list-style-type: none"> No: 100% 	<ul style="list-style-type: none"> No: 100%
Age group	<ul style="list-style-type: none"> 36-45 yrs: 22% 46-55 yrs: 33% 56-65 yrs: 33% Other age ranges: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> 46-55 yrs: 67% Other age ranges: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> 46-55 yrs: 44% 56-65 yrs: 44% Other age ranges: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> 56-65 yrs: 50% Other age ranges: N/R Prefer not to say: N/R
Ethnic group	<ul style="list-style-type: none"> Asian/Asian British: 17% White: 50% Other ethnic group/ I use another term: 17% All other ethnic group options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> White: 50% All other ethnic group options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> White: 78% All other ethnic group options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> White: 100%

DEI demographic	Council (18 responses)	Management Board (6 responses)	Regulatory Board (9 responses)	Executive Leadership Team (6 responses)
Religion or belief	<ul style="list-style-type: none"> Christian: 33% No religion or belief: 44% All other religion or belief options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Christian: 50% All other religion or belief options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Christian: 44% No religion or belief: 33% All other religion or belief options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Christian: 67% All other religion or belief options: N/R Prefer not to say: N/R
Sexual orientation	<ul style="list-style-type: none"> Heterosexual/straight: 89% All other sexual orientation options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Heterosexual/straight: 100% 	<ul style="list-style-type: none"> Heterosexual/straight: 89% All other sexual orientation options: N/R Prefer not to say 	<ul style="list-style-type: none"> Heterosexual/straight: 100%
Main household earner's occupation at age of 14	<ul style="list-style-type: none"> Modern professional and traditional professional: 56% Senior, middle or junior managers or administrators: 17% All other household occupation options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Modern professional and traditional professional: 67% All other household occupation options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Modern professional and traditional professional: 44% All other household occupation options: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> N/R
Type of school attended	<ul style="list-style-type: none"> State run: 28% Independent/fee paying: 33% Attended school outside of UK: 33% Independent/fee paying with 90% bursary: N/R I don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> Attended school outside of UK: 50% State run: N/R Independent/fee paying: N/R Independent/fee paying with 90% bursary: N/R I don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> State run: 63% Independent/fee paying: N/R Attended school outside of UK: N/R Independent/fee paying with 90% bursary: N/R I don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> State run: 50% Independent/fee paying: N/R Attended school outside of UK: N/R Independent/fee paying with 90% bursary: N/R I don't know: N/R Prefer not to say: N/R
Eligible for free school meals? (UK respondents only)	<ul style="list-style-type: none"> No: 80% Yes: N/R Don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> N/R 	<ul style="list-style-type: none"> No: 72% Yes: N/R Don't know: N/R Prefer not to say: N/R 	<ul style="list-style-type: none"> No: 67% Yes: N/R Don't know: N/R Prefer not to say: N/R

DEI demographic	Council (18 responses)	Management Board (6 responses)	Regulatory Board (9 responses)	Executive Leadership Team (6 responses)
One or both parents attended university by age of 18?	<ul style="list-style-type: none"> • Yes: 61% • No: 33% • Don't know: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • No: 67% • Yes: N/R • Don't know: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • Yes: 44% • No: 44% 	<ul style="list-style-type: none"> • No: 67% • Yes: N/R • Don't know: N/R • Prefer not to say: N/R
First in family (generation) to gain a professional qualification	<ul style="list-style-type: none"> • Yes: 22% • No: 67% • Don't know: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • No: 67% • Yes: N/R • Don't know: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • Yes: 44% • No: 56% • Don't know: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • Yes: 50% • No: 50% • Don't know: N/R • Prefer not to say: N/R
Global region	<ul style="list-style-type: none"> • UK: 83% • All other global regions: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • UK: 67% • All other global regions: N/R • Prefer not to say: N/R 	<ul style="list-style-type: none"> • UK: 100% 	<ul style="list-style-type: none"> • UK: 100%



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